



Ministry  
of Justice

The Right Honourable  
Lord Keen of Elie QC

Lord Beecham  
House of Lords  
London  
SW1A 0PW

4 December 2017

Dear Jeremy,

### DIVERSITY OF TRIBUNAL JUDGES

During the debate on the draft Selection of the President of Welsh Tribunals Regulations 2017 on 29 November, you asked about the present composition of tribunal membership and chairs of the tribunals in terms of gender and ethnicity.

I refer to the Judicial Diversity Statistics 2017 published 20 July 2017 which can be found at <https://www.judiciary.gov.uk/publications/judicial-statistics-2017/>. As of 1 April 2017:

The diversity statistics for all judges and non-legal members in the first-tier tribunal show that of 3,467 judges and non-legal members holding office, 47% are female and 15% (of those that declared) are Black, Asian and Minority Ethnic (BAME).

The Employment Tribunal in England and Wales has 1,113 judges, of which 51% are female and 11% are Black, Asian and Minority Ethnic (of those that declared).

The Upper Tribunal (128 judges and non-legal members) and the Employment Appeal Tribunal (31 members) are 36% and 42% female respectively and 17% and 19% BAME respectively.

For Welsh tribunals not administered by HMCTS, of 128 judges, 32% are female and 10% Black, Asian and Minority Ethnic (of those that declared).

For Welsh tribunals not administered by HMCTS, of 16 chamber chairmen, 19% are female and none declared Black, Asian and Minority Ethnic (of the nine that declared their ethnicity).

I hope this information is helpful. I am copying this letter to Lord Thomas of Gresford, Lord Wigley and Baroness Donaghy, who all spoke at the debate. I will also place a copy in the House Library.

Yours sincerely,

**RT HON LORD KEEN OF ELIE QC**